

July 22, 1992

Lynn
Guerra

Keith, Cassi, Mark

This is an effort to put on paper some of the processes developed in earlier reconciliation efforts. My ideas, and the ideas of others who have taken part.

There will even be some of Keith Hoff in this, although I am sure he can/should add and elaborate.

I will be interested in your thoughts when we do brief, as it will add additional ~~dimension~~ dimensions to the effort.

I keep hoping there will not be Another Reconciliation effort - But, who knows!

My Prayers, the gratitude of Pastor, are with you.

God Bless

Jay

RECONCILIATION TEAM PROCESS

The Process is divided into four stages:

1. Information gathering
2. Identifying problem areas
3. Pastoral guidance
4. Proposing solutions.

When a congregation has reached the point of seeking a ministry of reconciliation, it is a body already damaged and dislocated to a considerable extent. Our goals therefore are:

1. To seek a solution(s) to the problems articulated by the members of the congregation.
2. To seek to minimize further loss, dislocation and damage.
3. To develop a process for healing that will enable the congregation to resume a cohesiveness in its ministry.
4. To leave the congregation with a clear plan to accomplish the preceding.



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INFORMATION GATHERING

This is accomplished through your interviews.

The only joint interviews are with the board and staff, and this is to give you an opportunity to sense how these people interact, how they communicate, and how they demonstrate leadership within the group.

These people may also request to meet individually with a team member, if they feel there are things they can better communicate confidentially.

ALL INTERVIEWS ARE, OF COURSE, CONFIDENTIAL - and this needs to be stated at the beginning of every interview.

It is useful to take notes, ask if the individual has any objection to this. Do **not** identify individuals on your notes, except as to their status, i.e. member, friend, attendee, etc. Their tenure with the church and the extent of their involvement helps to evaluate the information. Is the information they have first hand, or is it hearsay. Anecdotal information sometimes takes on a life of it's own in a stressed congregation.

Do not refer to previous information, or in anyway be judgmental, or give an indication that you have any preconceived support or bias about a piece of information.

It is necessary sometimes to try to discern the "hidden agenda". Frequently, people are reluctant to discuss the true issues, but use generally accepted anecdotal material to express their support for "one side" or "the other".

During the interview it is proper to give guidance that each person must come to the process willing to work at finding solutions, being open to working with the process, and **not** to have positions that are rigid and inflexible. Also, direct people along the lines that there are not "sides" in the issues before the church. The issue is restoring health to the community, and not merely siding with one group or another. Such suggestions must be non-threatening, and not couched in a way of debate.

At the conclusion of the interview, make sure the person is aware of the significance of their input, and how their participation indicates a desire to bring a healing the congregation.

Suggested questions:

What problems do you perceive have brought about the need for the reconciliation process?

What suggestions do you have toward reconciling these problems.

(The above will have several levels. With each get a clear understanding of the problems, and how the interviewee would want the areas of conflict to be resolved. Example: Person indicates they don't like the way "X" performs a duty. Question: What do you think would be an appropriate way to perform that duty?)

How do you feel about the way the leadership (Lay & Clergy) function in your church?

How might these functions be improved?

How do you perceive communications within your church?

On a corporate level? (Board, Clergy, staff)

On an individual level (with and among the congregation)?

How can the areas of communication be improved.

What positives do you see in this church?

What programs of the church do you particularly like, and/or support and participate in?

What other programs, services, etc. would you like to see in the church.

The above are just suggestions, and as you develop information and get a feel for the conflicts, many others will occur. Nor, have the suggested questions be placed in any priority order.

PASTORAL GUIDANCE

Some of this can be done during your interaction with the people during the interview process.

Since we do not have "Exit Interviews", which admittedly is a weakness in this process, the bulk of "Pastoral Guidance" must come during and through the worship on Sunday. If you feel they are people with whom you need to touch base, the only appropriate time would be following service.

DEVELOPING SOLUTIONS

Now you have the information, and when you as a team gather to compare notes, a picture will emerge about what the problems are, and how the congregation feels about the Church and it's ministry.

You need to approach this prayerfully, and write down the thoughts you express, and then attempt to consider ways in which the articulated problems may be remediated.

Consider not just the quantity of certain kinds of information, but the spirit, sensitivity, and objectivity of that information.

What are some of the concrete results that members of the congregation/Staff/Board/Pastor have stated as desired ends. Consider, how is it possible to get to those goals. Not just an generalization such as a "successful church" or "loving church". But what have they suggested as to what constitutes that lack of success, or lack of love, or whatever is appropriate to this particular ministry. There will be a wide range of areas on which you can focus, so you must first identify the problems, and then give them priority in the context of the most urgent and most possible (not necessarily the same).

You may wish to have further consultation with the Pastor, Staff, or Board. I have requested that they at least be available to you on the telephone.

You may have to do some negotiating, and there **must** be a willingness on the part of the church leadership to compromise. You need to be able to speak candidly and up-front with the leadership of the church about possible solutions. They may be painful, but with the information you have gathered, people need to be helped to see the reality of the situation.

As a team, you must work for consensus. If there are points about which you cannot agree, you must keep focused on them until you can arrive at a position that works for all three. If you are divided, then the congregation may well sense that division, and be uncomfortable with a particular recommendation.

When you have arrived at proposals for the congregation, **know** that the Pastor, Board and Staff are prepared to support what you recommend. Or, at least understand the reasons these proposals are being made.

PROPOSING SOLUTIONS

The congregation must be made aware that the team **does not** mandate solutions, but proposes and recommends. That the problems arise out of the church conflict, and it is within the body to heal itself.

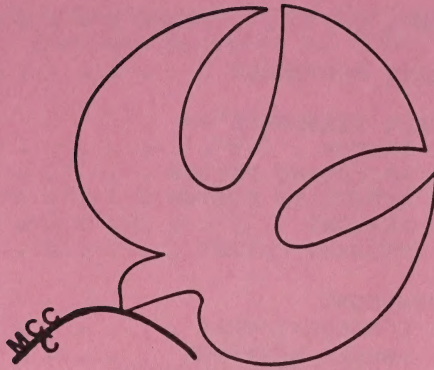
If the proposals can be put in written form (often time doesn't allow this) fine. But, let the congregation know that the proposals will be put in written form, and made available to the membership.

Questions that arise about "what if" should be deferred until the solution process has been delineated. The District representative on the team can answer questions about process. But, stress the need to give solutions a chance to work. You'll have to feel your way in this area, for circumstances may, in some cases, require more immediate post reconciliation action.

**PRAYER IS THE MOST USEFUL TOOL WITH WHICH ANY OF US
CAN BE EQUIPPED**

Neely 1/92

Lynn Guerra



MCC CHARLOTTE

**STANDARD
OPERATING
PROCEDURES**

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STANDARD OPERATING PROCEDURES
OF
METROPOLITAN COMMUNITY CHURCH OF CHARLOTTE
(Revised December 4, 1988)

ARTICLE I
NAME

This congregation shall be known as Metropolitan Community Church of Charlotte (MCCC) and shall be affiliated as a chartered church within the Universal Fellowship of Metropolitan Community Churches (UFMCC).

ARTICLE II
POLITY STATEMENT

MCCC is governed by the By-laws of the UFMCC, the Standard Operating Procedures of the Gulf-Lower Atlantic District, and the following Standard Operating Procedures as adopted by the congregation of this church.

ARTICLE III
CHURCH PERSONNEL

A. PASTOR: The pastor shall be a licensed or ordained minister of UFMCC and duly elected by the membership of MCCC. The pastor shall serve as congregational teacher, preacher, spiritual leader, and counselor, and, as such, shall hold authority for ordering all religious services. The pastor shall serve as moderator of the Board of Directors in accordance with provisions set forth within these Standard Operating Procedures (SOPs). The pastor shall receive the following compensations:

1. Monthly honorarium of an amount to be decided upon by the Board of Directors and approved by the congregation.
2. Paid health insurance.
3. Cleaning allowance for the upkeep of vestments.
4. Housing allowance.
5. Paid holidays for: New Year's Day, Martin Luther King Day, President's Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.
6. Other items as stipulated in the pastor's contract.

B. ASSISTANT PASTOR: An assistant pastor shall be a licensed or ordained minister of UFMCC. As a duly recognized minister of UFMCC, an assistant pastor shall have the right to preach the Gospel and administer the Sacraments and Rites of the Church. In the absence of the pastor, the assistant pastor shall fulfill all duties and responsibilities of the pastor. Other duties and responsibilities undertaken by the assistant pastor are to be specified by the pastor.

C. ASSOCIATE PASTOR: An associate pastor shall be a licensed or ordained minister of UFMCC. As a duly recognized minister of UFMCC an associate pastor shall have the right to preach the Gospel and administer the Sacraments and Rites of the Church. Other duties and responsibilities undertaken by the associate pastor are to be specified by the pastor.

D. DEACONS

1. The office of Deacon is an historical one of service to the church as outlined in Acts 6:2-6. The qualifications for deacons are given scripturally in 1 Timothy 3:8-14, and the purpose of the deacon is to serve the congregation under the jurisdiction of the pastor. Deacons shall be members in good standing and be persons of spiritual mind, exemplary lives, joyful outlook, sound judgment, and of proven dedicated service. Considering the great responsibilities and duties of deacons, they shall not serve on the Board of Directors or as chairpersons of any committee or as delegate or alternate delegate.
2. All deacons must take and pass an examination on the UFMCC By-laws and on the Bible before licensing.
3. It is recommended that deacons take an accredited course in public speaking at a college or through adult education programs.
4. Deacons shall not wear clerical collars outside of the local church unless specifically authorized by the pastor.
5. All persons resigning from a Diaconate position within MCCC must complete a probationary period of one (1) year before requesting reappointment.
6. If a deacon requests a leave of absence, that leave of absence can only be granted by the pastor. When the leave of absence is taken, it must be for a designated period of time. Any extension of that leave must be approved by the pastor.
7. The pastor may require other standards for the office of deacon and these are left to her/his discretion.

E. STUDENT CLERGY

1. Student Clergy are qualified persons who feel a call to the professional ministry and for a limited time choose to serve under the direction of the pastor with the approval of the Board of Directors. The term of student clergy shall be as found in the UFMCC By-laws. Student clergy must be members in good standing within MCCC, and must have demonstrated a spiritual disposition, willingness and ability to work well with others, and show promise of ability to do the study and work of the clergy in the UFMCC.
2. To become a student clergy in the local church a person must have completed the education requirements for licensing in the UFMCC. This shall not be retroactive.
3. Student clergy will engage in a program of spiritual and practical study under the direction of the pastor and/or any UFMCC approved educational institution.

4. Due to the great responsibility of the position, student clergy shall not serve on the Board of Directors or as chairpersons of any committee or as delegate or alternate delegate.
5. All student clergy must take and pass an examination on the UFMCC By-laws and the Bible before licensing.
6. All persons resigning as student clergy within MCCC must complete a probationary period of one (1) year before requesting reappointment.
7. If a student clergy requests a leave of absence, that leave must follow the same guidelines as those for deacons.
8. The pastor may require other standards for the student clergy and these are left to her/his discretion.

ARTICLE IV GOVERNMENT

A. CONGREGATIONAL: Government of this church shall be vested in its membership, who exerts the right to control all affairs subject to provisions and procedures set forth within these SOP's and by the Articles of Incorporation and the By-laws of the UFMCC.

B. ANNUAL MEETINGS: A minimum of one (1) business meeting must be held annually and shall take place on the first (1st) Sunday in December each year. A minimum of two (2) weeks notice shall be given all members in writing. Such notice shall include a proposed agenda of business to be transacted. In order to transact official business, a congregational meeting must have a minimum of twenty (20) percent of its active membership physically present. The Clerk of the Board of Directors will verbally name each name of the active membership rolls, indicating those present and those absent.

C. SPECIAL MEETINGS: Special congregational meetings shall be guided by the By-laws of the UFMCC and procedures of these SOP's. Additionally, the Board of Directors, by majority vote, shall have the power to call congregational meetings at any time, but shall adhere to all guidelines and requirements set forth in these SOP's.

ARTICLE V BOARD OF DIRECTORS

A. RESPONSIBILITY: The Board of Directors (BOD) shall be empowered to act as governing agency for the congregation in accordance with provisions set forth within these SOP's, the local Articles of Incorporation, and the UFMCC By-laws. The BOD shall have charge of all matters pertaining to the Articles of Incorporation, local SOP's, church property, finances, and physical affairs of the church body. The BOD shall have the responsibility of collecting and disbursing funds, keeping adequate records, and making reports thereof to the congregation and through the G.L.A.D. to the UFMCC. All the BOD shall serve as a pulpit committee in the event of any pastoral vacancy in accordance with the By-laws of the UFMCC.

B. NUMBER OF MEMBERS: Under the provisions of the UFMCC By-laws, MCCC's BOD shall, in addition to the pastor, consist of 4-8 elected members. These members shall be elected in accordance with these SOP's and the UFMCC By-laws. The actual number of elected members is to be determined by the BOD with the approval of the congregation.

C. QUALIFICATIONS: Board members shall have demonstrated a firm belief in basic Christian tenets and an active participation within MCCC and its various works and activities. It is required that each member of the Board set an example of pledging and honoring that pledge. A Board member may not hold any other elected position within the church concurrent with their membership on the BOD. No two members of the same family, i.e. lovers, spouses, siblings, shall serve on the BOD at the same time. It is also recommended that family members of deacons, student clergy, or clergy persons not serve of the BOD.

D. BOARD POSITIONS: In addition to the pastor, who shall serve as moderator of the BOD, the Board shall elect from their number persons to fill the positions of Vice-Moderator, Clerk, and Treasurer. The election shall occur at the first regularly scheduled Board meeting following the election of Board members by the congregation. In the event of a vacancy within the above named offices the Board shall elect, not appoint, a replacement from among its members. Basic duties and responsibilities of the above cited positions are:

1. MODERATOR: The pastor shall serve as moderator of the BOD as long as she/he fills the church pulpit. The moderator shall chair all meetings within the church body following the rules set forth within these SOP's and in accordance with procedures outlined in the Rules of Order currently in use in the UFMCC.
2. VICE-MODERATOR: The Vice-Moderator shall fill the position of moderator in the absence of the pastor or when a conflict of interest arises. The Vice-Moderator shall also be the person who receives petitions for:
 - a. Special Congregational Meetings;
 - b. The removal of the Pastor, Assistant Pastor, or the Associate Pastor from office as directed in the UFMCC By-Laws, Article V.B.2.b.;
 - c. and, the removal of Board of Directors, unless the Vice-Moderator is the subject of said petition. In such a case, the petition shall be presented to the Moderator.
3. CLERK: The clerk shall be responsible for all membership records, transfers, sacramental records, and shall act as recording secretary at all congregational and BOD meetings. The clerk may also be required to write official correspondence for the church. The BOD may appoint an assistant clerk and/or recording secretary to assist with any of these duties.
4. TREASURER: The treasurer shall maintain all records and reports of a financial nature of the church as specified and called for within these SOP's and the UFMCC By-laws. The BOD may appoint an assistant treasurer to assist with any of these duties.

- a. All disbursements are to be made by check only, using the church checking account.
- b. All offerings of the church will be deposited in the bank within twenty-four (24) hours if they exceed \$100.00

E. MEETINGS: The BOD shall meet once a month in order to transact the business of the church. The meetings of the BOD shall be held on a regular basis. All regular meetings of the BOD shall be open to attendance by all concerned persons. Such visitors may attend in the role of observers and may participate in the meeting if recognized by the moderator, but may not vote on any matter before the BOD. The BOD may meet in closed session only to deal with personnel issues. Emergency meetings are not considered to be closed sessions.

F. VOTING: Each duly elected member of the BOD shall have one vote on any issue being considered. In accordance with the Board of Elders of UFMCC, the pastor is considered to be a full member of the BOD, and is counted in the quorum, and has the prerogative to choose when to vote or not vote. A quorum for the BOD to conduct business shall be a simple majority unless otherwise specified in the UFMCC By-laws.

G. RECORD KEEPING: The BOD shall be responsible for the maintenance, preservation, and safety of all church records. All BOD members shall have access to church records and such records shall be kept at the church office or in safety deposit box(es) as necessary. These records shall include any and all records pertaining to MCCC and those specified by the UFMCC. Church records may be removed from the church office or safety deposit box(es) only with the knowledge and permission of the pastor and for a specified period of time.

1. BOARD MEETING MINUTES: The clerk of the BOD shall compile the minutes of each regular and special board meeting, with the exception of closed meetings, and shall insure that a copy of said minutes, after approval, will be posted in a conspicuous place for a period of thirty (30) days and shall remain available for viewing by any member of MCCC. The clerk shall also provide typed copies of the previous BOD meeting to all members of the BOD prior to the next regularly scheduled meeting. These minutes shall include but not be limited to:
 - a. A roster, by name, of every Board member present;
 - b. The date and time such meeting took place;
 - c. All duly made and seconded motions and;
 - d. The outcome of the vote, indicating how many voted for the motion, how many against, and how many abstained.
2. FINANCIAL REPORTS: The duly elected treasurer of the BOD shall be responsible for the preparation, maintenance, and distribution of all financially related data. Such data shall include, but not be limited to, a monthly financial status report presented to the BOD at their regularly scheduled meeting. This monthly statement shall reflect:

- a. All checking account and savings account balances;
- b. Designated fund balances;
- c. Balances of all overdue accounts and;
- d. All receipts and disbursements transacted during the preceeding month, and it shall be presented in an acceptable format.

Upon acceptance by the BOD, said financial report shall become an integral part of the minutes of the BOD meeting. As such, financial statements shall be available for viewing by any interested persons. This financial report shall be posted in a conspicuous place for a period of thirty (30) days.

H. ANNUAL BUDGET: The BOD in conjunction with the treasurer shall hold overall responsibility for preparing an annual budget of anticipated receipts and disbursements. Said annual budget shall be presented at the annual congregational meeting for membership approval and/or modification and acceptance. This budget shall become an integral part of the congregational meeting minutes and shall be posted in a conspicuous place for a period of thirty (30) days, and afterward shall remain available for viewing by any member of MCCC.

1. BUDGETED ITEMS: Budgeted expenditures are those funds designated within the annual budget and duly approved by the congregation. Such budget is established as an administrative guideline.
2. NON-BUDGETED ITEMS: No expenditures for non-budgeted items may be made by the BOD in excess of five (5) percent of the amount of the total approved budget. Expenditures above the 5% figure must be approved by the congregation in a duly convened congregational meeting.

I. REMOVAL FROM THE BOARD OF DIRECTORS: disloyalty and unbecoming conduct on the part of any member of the BOD shall not be condoned. The BOD may remove, by a majority vote, any member found guilty of such conduct. A petition presented to the BOD and signed by twenty-five (25) percent of the members in good standing may also initiate such proceedings. Any of the following shall be cause for immediate dismissal of a BOD member:

1. Absent from three (3) board meetings in a one year period including special, called, or continued meetings without acceptable cause to the BOD;
2. Breach of confidence;
3. Non-performance of assigned duties;
4. Failure to perform as an exemplary member in good standing.

J. TENURE OF OFFICE: No Board member shall serve more than six (6) consecutive years.

ARTICLE VI MEMBERSHIP

A. QUALIFICATIONS: Any person who believes in Jesus Christ as Lord and Savior, having been baptized into the Christian faith, who adheres to the doctrine of the Trinity and the other

beliefs as outlined in the UMFCC By-laws may be received as a member of MCCC after meeting the other requirements as set forth within these SOP's. No other restrictions or exclusions shall be imposed or implied at any time. Membership in MCCC does not require severing of ties with any other Christian body.

B. LOCAL REQUIREMENTS:

1. The Rite of attaining membership in MCCC shall be conducted by the pastor, interim pastor, or worship coordinator before a local congregation at any regular worship service.
2. A prospective member shall attend MCCC for a period of no less than thirty (30) days prior to becoming a member. Exceptions may be made by the pastor with the approval of the B.O.D.
3. All persons wishing to become members of MCCC must attend the required instruction class(es) before acceptance.
4. Persons must have been members of MCCC for at least sixty (60) days before accepting any elected or appointed position within the church.
5. Members may be accepted at any age. Voting members of MCCC must be seventeen (17) years of age or older.
6. Members may transfer their membership from one MCC to another MCC within the Charlotte area one time. To reestablish their membership in the original MCC they may make known their desire in writing to the BOD and meet the following requirements:
 - a. Registered attendance over a period of six (6) months.
 - b. Identified financial support.
 - c. Definite service contribution.
 - d. Expressed interest and loyalty.

**ARTICLE VII
DELEGATES AND ALTERNATE DELEGATES**

A. QUALIFICATIONS: Delegates and alternate delegates must meet the requirements set forth in Article VI, B,4, of these SOP's before accepting an elected position. In addition, throughout their term of office they must maintain exemplary status as members in good standing.

B. SELECTION: At the annual congregational meeting immediately following the UFMCC General Conference the congregation shall elect by secret ballot one (1) delegate representative for each one hundred (100) active members or portion thereof. Said delegate(s) shall represent the mind of the congregation at all Gulf-Lower Atlantic District Conferences and UFMCC General Conferences during the period of the next two (2) years. The congregation shall also elect one (1) alternate delegate for each delegate post. In the event that the officially elected delegate(s) is unable to fulfill his/her duties, an elected alternate shall be empowered by the BOD to assume such duties. Another alternate delegate may be appointed by the BOD, as necessary.

C. EMERGENCY APPOINTMENT: In the unlikely event of the absence of both elected delegate(s) and alternate(s) at a conference the pastor is authorized to appoint a person to serve in that position for that conference or meeting.

ARTICLE VIII CONFERENCES

A. UFMCC GENERAL CONFERENCES: MCCC shall pay from general funds the costs of conference fees, travel expenses, lodging, and meals for the pastor and duly elected delegate(s) to attend these conferences.

B. GULF-LOWER ATLANTIC DISTRICT CONFERENCES: MCCC shall pay from general funds the costs of conference fees, travel expenses, lodging, and meals for the pastor and duly elected delegate(s) to attend these conferences.

C. CLERGY CONFERENCES: MCCC shall pay from general funds the costs of conference fees, travel expenses, lodging, and meals for the pastor for one (1) such conference per year as called by the UFMCC.

D. OTHER CONFERENCES/MEETINGS: Paid attendance at any conference or meeting not specified within these SOP's must receive approval of the BOD prior to the conference date.

ARTICLE IX COMMITTEES

A. NECESSITY/CREATION: All committees whether standing or other will be reviewed at the last BOD meeting prior to the annual congregational meeting to determine if that committee is still a needed and viable unit of the church. Standing or other committees may be called into existence and may be dissolved by the congregation. Other committees, as needed, may be created or dissolved by the BOD.

B. COMMITTEE CHAIRPERSONS: Any person wishing to chair a committee shall let the pastor or a member of the BOD know of his/her desire. Committee chairpersons will be appointed by the pastor/interim pastor with the approval of the BOD. All committee chairpersons shall serve one (1) year and then will be reviewed for possible reappointment. Committee chairpersons will submit monthly written reports to the BOD entailing work accomplished and projected activities. Chairpersons may appoint committee members-at-large.

C. STANDING COMMITTEES: The following shall be standing committees of MCCC:

1. STANDARD OPERATING PROCEDURES: This committee will accept and suggest changes to these SOP's from the congregation at large and from within the committee. The committee will submit such proposed changes to the BOD for approval. Upon approval by the BOD the changes will be submitted to the congregation at the next congregational meeting.

2. NOMINATIONS: A nominations committee shall be assembled not less than eight (8) weeks prior to each election for members of the BOD, delegate, or alternate delegate. Their purpose is to present a slate of candidates for congregational election. This committee shall strive to obtain at least two (2) nominees for each position. This nominating committee shall consist of one (1) Board member and three (3) members of the congregation at large. No member of the committee may be seeking election. The committee shall draw up procedures for selecting candidates, present them to the BOD for approval, and then present these procedures to the congregation. Candidates will then be selected by these procedures.
 3. LAY CONCERNS: This committee shall be responsible for social activities, ushering, fellowship, and other areas as deemed necessary. This committee, in effect, consists of all the lay people within the congregation. This committee may establish sub-committees within its structure.
- D. ACCOUNTABILITY: All committee actions and decisions are subject to approval by the BOD.

ARTICLE X SOP RATIFICATION AND AMENDMENT PROCEDURES

- A. RATIFICATION: These SOP's become effective immediately upon adoption, by a majority vote of the members at a duly convened congregational meeting and shall be binding upon all members and organized bodied within MCCC.
- B. AMENDMENT: Any or all of these SOP's may be amended or revoked at a duly convened congregational meeting of MCCC. Such action shall be effective when two-thirds (2/3) of those people voting approve or disapprove of the proposed amendment(s) or repeal thereof. The SOP committee shall serve as a revision committee and all amendments or proposed amendments shall be presented to the committee.
- C. AGREEMENT WITH UFMCC BY-LAWS: If any part of these SOP's is in conflict with, or becomes in conflict with, the UFMCC By-laws due to changes in said By-laws or interpretations by the Board of Elders, or the SOP's of G.L.A.D., the SOP committee is authorized to make necessary deletions, additions, or corrections to bring these SOP's into conformance without congregational approval. Any such action must be reported to the BOD and the membership along with the reason for such changes.

ARTICLE XI
VOTING

- A. All elections shall be done by secret ballot.
- B. No absentee or proxy voting is allowed at any meeting of MCCC.
- C. VOTING TALLIES: Voting tallies for any elected position shall be maintained in the strictest confidence. Actual number of votes received by an individual shall not be divulged and shall be known only to those persons counting the votes. These persons shall submit only a list of names, listing first the person with the highest number of votes and continuing in order of the number of votes received.

DEFINITION OF TERMS

- 1. The Universal Fellowship of Metropolitan Community Churches shall be referred to as: UFMCC.
- 2. The Gulf-Lower Atlantic District shall be referred to as: GLAD.
- 3. The Metropolitan Community Church of Charlotte shall be referred to as MCCC or the "church".
- 4. The Standard Operating Procedures shall be referred to as: SOP's.
- 5. The Board of Directors shall be referred to as: BOD.
- 6. MINISTER/PASTOR: whenever these words appear in the SOP's they refer to a licensed or ordained clergy person of the UFMCC.

EMPLOYMENT AGREEMENT BETWEEN
The Reverend M. Lynn Guerra
and
METROPOLITAN COMMUNITY CHURCH OF CHARLOTTE

The Metropolitan Community Church of Charlotte (MCCC), a non-profit corporation registered in the State of North Carolina, and the Reverend M. Lynn Guerra, a professional clergy person of the Universal Fellowship of Metropolitan Community Churches (UFMCC) do enter into an employment agreement for the services of Reverend Guerra (pastor) to serve as pastor of MCCC with all the duties and responsibilities of this pastorate to conform to the By-laws of the UFMCC and MCCC's local Standard Operating Procedures (SOP's).

The terms and conditions of this employment agreement are as follows:

1. Having been duly elected according to the local SOP's, the pastor shall serve in this capacity until such time as the pastor feels called of God to move on.
2. The pastor agrees to carry out all the duties of a clergy-person as specified by the By-laws of UFMCC and the local SOP's
3. MCCC agrees to permit the pastor to establish work days and office hours for herself and all staff, subject to the approval of the Board of Directors. Such said work days shall not exceed five days per week.
4. The pastor shall be entitled to nine paid holidays per year as stipulated in the local SOP's. Should a holiday fall on a Sunday or a scheduled day off the pastor may choose another work day to be taken at her discretion.
5. MCCC agrees to grant time off with pay for the pastor for speaking at other UFMCC churches as invited. Said speaking engagements shall not exceed two per year. MCCC shall not be liable for travel expenses or per diem for such engagements.
6. MCCC agrees to grant the pastor four weeks vacation per year.
7. MCCC agrees to grant paid sick leave at the rate of two weeks per year, not to accumulate in excess of 30 days. Additional sick time may be negotiated with the Board of Directors.
8. MCCC agrees to grant the pastor three days bereavement or emergency leave as necessary. This shall not be charged to vacation time or any other time off which is due her.
9. MCCC agrees that in addition to her other time off to grant the pastor one week of retreat time per year.
10. MCCC agrees that the fifth Sunday of any month having one may be taken off by the pastor with pay.
11. MCCC agrees to grant compensatory time off when the pastor's work week exceeds 55 hours or when the pastor is required to work on a normal day off.
12. MCCC agrees to pay all transportation costs and expenses as established by the Board of Directors to attend General Conferences, Gulf-Lower Atlantic District Conferences, and one Clergy Conference per year. If the pastor travels to said conferences by automobile, travel expenses shall be paid at the rate of 25 cents per mile. Per diem at such conferences shall be paid at the rate of \$25.00 per day.

EMPLOYMENT AGREEMENT BETWEEN THE REVEREND M. LYNN GUERRA and MCCC

13. MCCC recognizes and affirms the pastor's retention of all rights to any and all sermons or addresses given as pastor of MCCC. Publication of said sermons or addresses or duplication of same will only be made with the permission of the pastor.
14. This agreement may be revoked by the pastor with thirty (30) days notice, or by MCCC in accordance with the UFMCC By-Laws.
15. MCCC shall be held blameless and this agreement will end immediately should the UFMCC, for reasons of its own, discontinue the pastor's right to administer the Rites and Sacraments of the UFMCC.
16. MCCC's Board of Directors shall determine, at least annually, the compensation to be paid to the pastor and shall include such compensation agreement and any other modifications to this Employment Agreement in an addendum to this contract.
17. MCCC promises its prayers, help, and spiritual support during the period of this contract and recognizes that the pastor is a human being and therefore capable of errors and mistakes. MCCC further acknowledges mutual need for both parties to seek God's continuing grace and consolation of the Holy Spirit for our ministry together.

SIGNED IN CHARLOTTE, NORTH CAROLINA ON THE _____ DAY OF _____ 1991.

PASTOR

VICE-MODERATOR

CLERK

TREASURER

MEMBER-AT-LARGE

CHURCH DELEGATE

Team Member:

Marge

Rm. no.: 655 Left

Team Member:

Keith

Rm. no.: 750

Team Member:

Cassi

Rm. no.: 655 Right

2⁰⁰ pm.

George Snyder

2³⁰ pm.

Tim Robertson

3⁰⁰ pm.

Nick Strote

3³⁰ pm.

Kay Shy

4⁰⁰ pm.

Tony Bouldin

4³⁰ pm.

Margo Riley

5⁰⁰ pm.

Dan Perkins

5³⁰ pm.

Bill Price

6⁰⁰ pm.

Lougenda Moore

6³⁰ pm.

Rusty Joy

7⁰⁰ pm.

Donna Sifton

7³⁰ pm.

Shirley Davis

8⁰⁰ pm.

Trey Beck

Allen Darden

Don Watkins

David Stout

Sonja Austin

Richard Wisner

Bettie Riley

George Collis

Lynn McLin

Randy Votsch

Sam McCord

Debbie Helms

Jim Yerbrough

Libby Puckett

Jean Smith - member

Joel Smith - member

Jill Johnson - member

Sandra Bailey

Anlene Robbins - member

Roger Duke

Rae Morgan

Dan Huggins - member

Sandy Crenshaw - member

Tracey Petralia - member

Bonnie McFarland - member

Jean Swan

8 members remove 8
stay 0

8 members 3 remove
4 stay
1 neutral

Team Member:

Marge

Rm. no. : 655 left

Team Member:

Keith

Rm. no. : 750

Team Member:

Cassi

Rm. no: 655 Right

2⁰⁰ pm. ✓ George Snyder
2³⁰ pm. ✓ Tim Robertson
3⁰⁰ pm. ✓ Nick Strote
3³⁰ pm. Kay Shy
4⁰⁰ pm. ✓ Tony Bouldin
4³⁰ pm. ✓ Margo Riley
5⁰⁰ pm. Dan Perkins -
5³⁰ pm. ✓ Bill Brice
6⁰⁰ pm. ✓ Lougenda Moore
6³⁰ pm. Rusty Joy
7⁰⁰ pm. ✓ Donna Sitton
7³⁰ pm. Shirley Davis
8⁰⁰ pm. Trey Beck

Allen Darden
Don Watkins
David Stout
Sonja Austin
Richard Wisner
Bettie Riley
George Collis
Lynn Mc Lin
Randy Votsch
Sam McCord
Debbie Helms
Jim Yerbrough

Libby Puckett
Jean Smith
Joel Smith
Jill Johnson
Sandra Bailey
Anlene Robbins
Roger Duke
Rae Morgan
Dan Huggins
Sandy Crenshaw
Tracey Petralia
Bonnie McFarland
Jean Swan

Count
the
Cost

1. Decisions always require that we sit down and look at all the ramifications. In the early church, at the time the gospels were being written, there certainly was much cost to count. In becoming a Christian, one had to be willing to become a martyr. That was the final test of faith. At the time of Jesus, to become one of his followers meant breaking ties with family, being thrown out of the synagogue, and becoming an outcast from one's town or village. Many of us can relate to that. It's a little like coming out. You have to count the cost. So with the decision this church faces. But life in Christ had its benefits. So does a life of faith lived in other Christians. So does fellowship beyond the local church.

2. Forgiveness

Onesimus - useful/useless, now of benefit to Paul. But first he needed to go back and repair the ruptured relationship. So do we. Relationship will be of benefit.

3. Wisdom and the place of the H. Spirit

Look to
the Holy
Spirit

And thus the paths of those on earth were set right, and people were taught what pleased God, and were saved by wisdom.

3

1. The first thing I noticed when I stepped out of the plane was the humidity. It was a warm blanket, a gentle embrace that welcomed me to a new world. The air was thick with the scent of tropical flowers, a fragrance that lingered in the nostrils. I had heard that the weather was perfect, and indeed it was. The sun was shining brightly, casting a golden glow over the lush landscape. The palm trees swayed gently in the breeze, their fronds creating a rhythmic pattern against the sky. I felt a sense of peace and tranquility that I had never experienced before. The people were friendly and welcoming, their smiles radiating warmth. I was in good luck. The first few days were a blur of new experiences, from the delicious local cuisine to the breathtaking views. I had found a place where I belonged.

2. The second thing I noticed was the vibrant colors of the market. It was a feast for the eyes, a symphony of hues that danced before me. The stalls were packed with fresh produce, from the ripest mangoes to the spiciest peppers. The vendors called out to the customers, their voices blending into a lively chorus. I was drawn to the stalls, unable to resist the temptation of the delicious treats. I had found a place where I belonged.

3. The third thing I noticed was the sound of the music. It was a melody that filled the air, a rhythm that beat in my heart. The musicians played with passion and skill, their instruments creating a symphony of sound. I was captivated by the music, unable to look away. I had found a place where I belonged.

Wisdom 9:13-19

Philemon 10-20

Luke 14:25-33

O May Jesus Christ be Praised
c Must Jesus Bear the Cross alone
c Make Me a blessing

Hear, O God, how with one voice we speak
our sorrow for our sins. We are creatures
of ~~our pride~~, we have wasted our days and
dreaded our nights. We feel baffled,
troubled at heart and sometimes useless.
Turn us from the tangle of our lives
to a plain path and to a trust in you. Transform
us by your forgiveness into a new people
validly alive at all times because we are
alive in you. Through Jesus Christ our Lord,
who taught us to pray, saying...

MCC is about breaking down those same walls. But what happens when in the course of our liberation sometimes we become the oppressor; when our method becomes as tyrannical as the ~~very~~ ^{Caesar's} ~~caesars~~ of Jesus' time - when we force each other into oppressed places. When we forget what it was like when we were blind, oppressed, captive, poor. When in our zeal for justice - we forget what we are about - to be shalom-makers; peace-bringers; the body of Christ engaged in a ministry of caring, healing, & showing mercy to "hurting humanity" wherever we find it. Not hard in a community beset by AIDS - not hard in a community of the oppressed; not hard in a community often imprisoned behind walls they have oh so carefully constructed to hide their sexuality - not hard in a community of broken persons. Or maybe too hard. Maybe there is more ^{oppression} sickness than we can deal with, & we find we cannot do it alone - cannot deal with it alone - True - but the body can. No one has all the gifts - each have

a fair measure. Pastors don't have all the gifts in a church - nor do the laity. Some pastors are wonderful adm / preachers - lousy lovers - not that way - not good at the emotional / pastoral side - Ezra wasn't which was why Nehemiah had to build the wall; but Ezra must have been a humdinger of a preacher - like Lynn is - It took everyone giving what they had to give - goldsmiths working next to metal cutters in Neh. wall; each of us giving of our talents & abilities - all of us engaged in justice making; and none of us destroying the body of X - because I am not the fool I don't belong to the body. If I can't be the whole cheese, I don't want to play - whether that's pastor or people - we're all in this together. Franklin - Surely we must all hang together or we shall all hang separately.

Interesting thing about church is that you can't be a church of 1 person - Church is a community.  Our God is a God of love.
Boys who went to the North Wind.

Nehemiah - Robert Frost

Something there is that doesn't
love a wall. We wall people in - to
prisons, closets; we wall people out
to protect ourselves. We build walls
to hide behind.

Extra kind - wall to hide behind
but put things in for people to
impale themselves on when they
try to get close.

Nehemiah ^{task leader} was about building a
wall, wall for security for the city +
the nation in return from bondage.
Community working together - all
kinds, all sorts, all economic levels
to each build his own portion of the
wall + then when it was all built
and Neh saw to the ^{insetting of the doors}
+ called to worship together + recall
the Covenant ceremony + the reading
of the law. Wept when they heard the law.
We wept when we heard a new
version of the law - Remember the
first time you heard the good news!

Jesus was about breaking down walls;
walls that closed people out - walls
that separated poor/rich, ^{imprisoned} ~~free~~/captives,
sighted/blind; free/oppressed. He
told us those walls were down **Now**
in your ears.

